

# June 2023 Medical Leaders Breakfast Recap

## Needs identified to achieve goals

### Goal: medical leaders are thriving while managing multiple commitments

Your identified needs to get there:

- Ability to set boundaries, say no
- Be proactive vs reactive
- Staff and colleagues understand how things work / decisions are made; reciprocal trust and accountability
- Transparency from senior HA Leaders, understanding how I fit into the work



### Goal: medical leaders have a sense of belonging within a leadership community of practice

Your identified needs to get there:

- Improved communication
- Break down silos (geographical and organizational)
- Have the time to connect; having the vulnerability to connect
- Clarity on expectations; understanding of organizational leadership (who is doing what)



### Goal: medical leaders are drawn to leadership roles

Your identified needs to get there:

- Compensation models to support time in role
- All are seen as leaders; have responsibility for leadership
- Psychological safety; diverse views are respected
- Leaders speak / lead from behind



### Goal: medical leaders role model the four VCH pillars of EDI, ICS, anti-racism and planetary health

Your identified needs to get there:

- Education and normalization
- Self-awareness; staff understand leader's roles
- Understanding of the meaning of the pillars; why are they needed
- Willingness to openly discuss contradicting viewpoints and change

